



CITY OF LODI COUNCIL COMMUNICATION

AGENDA TITLE: Adopt Resolution Amending Memorandum of Understanding between the City of Lodi and the Lodi City Mid-Management Association for the Period January 1, 2008 through December 31, 2009

MEETING DATE: March 5, 2008

PREPARED BY: Deputy City Manager

RECOMMENDED ACTION: Adopt Resolution amending Memorandum of Understanding between the City of Lodi and the Lodi City Mid-Management Association (LCMMA) period January 1, 2008 through December 31, 2009. As directed by City Council through the City Manager, representatives from the LCMMA and City staff began negotiations for the purpose of amending the MOU. The recommended elements of the MOU (as included in the attached tentative agreement, Exhibit A) are as follows:

BACKGROUND INFORMATION: The Memorandum of Understanding (MOU) between the City of Lodi and the LCMMA expired on December 31, 2007. The recommended elements of the MOU (as included in the attached tentative agreement, Exhibit A) are as follows:

- Effective the first pay period in which January 1, 2008 falls, all classifications shall receive a 5% equity adjustment.
- Effective the first pay period in which January 1, 2008 falls, the following classifications shall receive an additional salary adjustment as indicated:
 Assistant Streets & Drainage Manager – 10% salary adjustment
 Literacy Services Coordinator – 5% salary adjustment
 Streets & Drainage Manager – 5% salary adjustment
- Effective the pay period in which January 1, 2009 falls, employees will receive a cost of living adjustment based upon the consumer price index (CPI-W) San Francisco-Oakland-San Jose. The increase will be no less than 3% and no greater than 5%. If the City of Lodi actual financial statements for the period 07/01/2007 to 06/30/2008 do not show revenue increases of at least 1% (from the previous fiscal year's audited financial statement) then LCMMA and the City of Lodi will reopen negotiations with regard to cost of living adjustments.
- The terms and conditions of this MOU shall continue in effect during the term of this MOU. The parties agree the term is as follows: Two years commencing January 1, 2008 through December 31, 2009.

APPROVED: _____
 Blair King, City Manager

- The City of Lodi agrees to conduct a job analysis for:

Special Services Manager	June 30, 2009
Management Analyst I/II	September 30, 2008
Water Services Manager	December 30, 2008
Building Official	March 30, 2009
Supervising Accountant	June 30, 2009
- Add language that includes disciplinary actions to be consistent with the City of Lodi Rules for Personnel Administration.

FISCAL IMPACT: The current year salary modifications as recommended, would impact the General Fund by approximately \$107,000 in fiscal year 2007-08. In fiscal year 2008-09 the impact would vary. If revenues do not materialize, then the fiscal impact would vary depending on renegotiated terms.

FUNDING AVAILABLE:

James R. Krueger, Deputy City Manager

Attachments

TO: Dean Gualco

FROM: LCMMA

Date: February 14, 2008

Subject: Mid-Management MOU

1.1 Effective the first pay period in which January 1, 2008 falls, all classifications shall receive a 5% equity adjustment.

1.2 Effective the first pay period in which January 1, 2008 falls, the following classifications shall receive an additional salary adjustment as indicated:

Assistant Streets & Drainage Manager - 10% salary adjustment

Literacy Services Coordinator - 5% salary adjustment

Streets & Drainage Manager - 5% salary adjustment

1.3 Effective the first pay period in which January 1, 2009, employees will receive a cost of living adjustment based upon the consumer price index (CPI-W), San Francisco-Oakland-San Jose. The increase will be no less than 3% and no greater than 5%. If the City of Lodi actual financial statements for the period 07/01/2007 to 06/30/2008 do not show revenue increases of at least 1% (from the previous fiscal year's audited financial statement) then LCMMA and the City of Lodi will reopen negotiations with regard to cost of living adjustments.

1.4 The terms and conditions of this MOU shall continue in effect during the term of this MOU. The parties agree the term is as follows: Two years commencing January 1, 2008 through December 31, 2009.

1.6 The City of Lodi agrees to conduct a job analysis for:

Special Services Manager -	June 30, 2008
Management Analyst I/II	September 30, 2008
Water Services Manager	December 30, 2008
Building Official	March 30, 2009
Supervising Accountant	June 30, 2009

1.7 Add language that includes disciplinary actions will be consistent with the City of Lodi Rules for Personnel Administration submitted November 16, 1994, including but not limited to Section 13.07

SECTION 13.07 PROCESS OF DISCIPLINARY ACTION. The City of Lodi practices a progressive disciplinary process. The process is subject, but not limited to, the considerations in Section 13.04 of these Rules, and shall be implemented on a case-by-case basis. As a general guideline, the process of disciplinary action shall be in the following order:

RESOLUTION NO. 2008-__

A RESOLUTION OF THE LODI CITY COUNCIL
AMENDING THE MEMORANDUM OF UNDERSTANDING
WITH THE LODI CITY MID-MANAGEMENT ASSOCIATION

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WHEREAS, representatives from the City of Lodi and Lodi City Mid-Management Association (LCMMA) have bargained in good faith for the purpose of amending certain articles of the Memorandum of Understanding (MOU).

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that it does hereby amend the MOU as follows:

Article I-Salary

1.1 Removed and replaced as follows:

Effective the pay period in which January 1, 2008, falls, all classifications shall receive a 5% equity adjustment.

1.2 Removed and replaced as follows:

Effective the pay period in which January 1, 2008, falls, the following classifications shall receive an additional salary adjustment as indicated:

- | | |
|----------------------------|--------------------|
| o Special Services Manager | June 30, 2008 |
| o Management Analyst I/II | September 30, 2008 |
| o Water Services Manager | December 30, 2008 |
| o Building Official | March 30, 2009 |
| o Supervising Accountant | June 30, 2009 |

1.3 Removed and replaced as follows:

Effective the pay period in which January 1, 2009, falls, employees will receive a cost of living adjustment based upon the consumer price index (CPI-W), San Francisco-Oakland-San Jose. The increase will be no less than 3% and no greater than 5%. If the City of Lodi actual financial statements for the period 07/01/2007 to 06/30/2008 do not show revenue increases of at least 1% (from the previous fiscal year's audited financial statement) then LCMMA and the City of Lodi will reopen negotiations with regard to cost of living adjustments.

1.5 Removed and replaced as follows:

The terms and conditions of this MOU shall continue in effect during the term of this MOU. The parties agree the term is as follows: Two years commencing January 1, 2008 through December 31, 2009.

Miscellaneous

The City of Lodi agrees to conduct a job analysis for:

Special Services Manager	June 30, 2008
Management Analyst I/II	September 30, 2008
Water Services Manager	December 30, 2008
Building Official	March 30, 2009
Supervising Accountant	June 30, 2009

Add language that includes disciplinary actions will be consistent with the City of Lodi Rules for Personnel Administration submitted November 16, 1994, including but not limited to Section 13.07.

Date: March 5, 2008

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I hereby certify that Resolution No. 2008-__ was passed and adopted by the Lodi City Council in a regular meeting held March 5, 2008, by the following vote:

AYES:	COUNCIL MEMBERS –
NOES:	COUNCIL MEMBERS –
ABSENT:	COUNCIL MEMBERS –
ABSTAIN:	COUNCIL MEMBERS –

RANDI JOHL
City Clerk